



From Maintenance to Mission: St. Benedict Parish Strategic Plan

October 11, 2009-June 30, 2014

St. Benedict Parish
1805 North 49th Street
Seattle, WA 98103
www.rc.net/seattle/stbenedict

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Prologue

“As we progress in this way of life and in faith, we shall run on the path of God’s commandments, our hearts overflowing with the inexpressible delight of love”
(Prologue, Rule of St. Benedict).

From Maintenance to Mission is St. Benedict Parish’s second strategic plan that will direct our efforts to “run on the path of God’s commandments” for the next five years. Many parishioners have offered input and shared insights that have assisted the planning and review committees in producing this document.

St. Benedict Parish History

- St. Benedict Parish was founded in 1906; Father Ulric Sheffold, a Benedictine monk from St. Martin’s Abbey in Lacey, was the first pastor. The original parish church was constructed in 1907. In 1908, the Benedictines relinquished the responsibility for the parish; a diocesan priest was assigned as pastor. In 1910, Fr. Eugene A. Dorgan, OMI, a Missionary Oblate of Mary Immaculate, became the pastor, thus beginning a long tenure of OMI pastors and priests serving at St. Benedict Parish.
- St. Benedict School has a long history of educating children of St. Benedict parishioners and other children in the Wallingford neighborhood. The first classes at the school began in September of 1908, staffed by the Dominican Sisters of Edmonds, Washington; classes took place in the basement of the church. The current school building was built in 1924. In 2003, the school was accredited for the first time by the Northwest Association of Accredited Schools. In 2009-2010, the school will again be going through an accreditation renewal process.
- The current parish church was dedicated by Archbishop Thomas A. Connolly in October of 1955. In 1958, a new convent was built for the Sisters who staffed the school; in 1994, this building became the Parish Center.
- Prior to the 1980’s, the parish was composed of predominately working class families, many with a large number of children, who lived within the parish boundaries. Since then, the parish has become increasingly more diverse in income and ethnicity and has drawn significant participation from outside traditional parish boundaries.
- In 2002, the Oblates decided to leave the Archdiocese of Seattle, which then assumed responsibility for St. Benedict Parish. Archbishop Alexander Brunett appointed Fr. Steve Sallis, the parish’s first archdiocesan pastor, to lead the community.
- A “companion parish” relationship was established in 2003 with St. Lawrence of Brindisi Parish in Limulunga, Zambia, and a commitment was made to send an annual donation to assist them. In 2007, a delegation of parishioners accompanied by Fr. Steve Sallis made a visit to St. Lawrence to help dedicate the St. Benedict Parish Hall which St. Benedict Parish had financed.
- In 2006, the parish centennial was celebrated. A pictorial directory was published and many special events, including a pilgrimage to Italy and a festive centennial Mass with Archbishop Brunett, took place to commemorate the event. The parish embarked on a process to encourage Stewardship as a Way of Life and a new Stewardship Commission was formed.
- In 2008, the school celebrated its centennial marked with special events including a Gala honoring many former students & teachers. There was an opportunity to gather alumni and present school families to reflect, celebrate and inspire one another about the school’s contribution to the parish and the larger community.
- St. Benedict Parish has celebrated 9,202 baptisms, 2,993 weddings and 4,599 funerals from 1906 – June 30, 2009. The parish currently has almost 700 registered households and continues to thrive through many ministries and support groups offering a wide variety of opportunities for our parishioners and school families to share their time and talent.

Strategic Plan Process

St. Benedict Parish created its first long range plan on December 3, 2003 to follow the goals and objectives from January 2004 through June 2007.

In the summer of 2008, an ad hoc strategic planning committee was established consisting of Fr. Steve Sallis, Pastor; Marlene Liu, Pastoral Assistant for Administration & Stewardship; Laura Popovich & Roz Burroughs, Pastoral Council members; Martin Cain, Seminarian and Erica Cohen-Moore, Associate Director for Pastoral Services for the Archdiocese who served as a consultant.

After several fact-finding meetings, a time-line was created, selection process for a Steering Committee was determined and guidelines for shaping our goals and objectives for St. Benedict Parish's next Strategic Plan were established.

With the involvement of parish & school staff, parish leadership and input gathered from hundreds of parishioners, the following plan outlines our parish's hopes and desires, our intentions and actions, our faith and tradition. This plan serves as guidance and direction for parish staff, school staff, parish leadership, council and commission members and parishioners.

The Pastoral Council approved this plan on September 23, 2009 and it was distributed to the parish on October 11th, 2009.

Core Values

As followers of Jesus Christ, we embrace these core values (in alphabetical order):

- Community - Family
- Discipleship - Engagement
- Formation - Education
- Peace - Justice
- Prayer - Worship

Mission Statement

(The reason we are here as a parish)

Led by the Spirit of God,
St. Benedict Parish is a welcoming Catholic community
living and sharing the love of Jesus Christ
through prayer, service, lifelong learning and
stewardship.

Vision Statement

(Who we have become as a result of pursuing our mission)

Through an increased membership and enriched participation in our parish life, we commit to further building an energetic, faithful, Catholic community, where all are welcome.

Goals and Objectives

In accordance with our parish's desire to move from maintenance to mission, these goals are all action steps that will be undertaken in order to progress toward our vision for the future of St. Benedict. The objectives will help us to realize these goals.

On pages 6 through 15 (in alphabetical order) are the goals, objectives, responsible parties in varying degrees of involvement, and completion years listed under each of the Core Values.

Community - Family

St. Benedict Parish is a diverse and supportive community offering the loving embrace of Jesus to one another and to people outside the parish.

1. To improve upon the ways of welcoming people to the parish.
 - a. By evaluating registration and the welcoming process for new parishioners and implementing changes where appropriate.
 - b. By evaluating the way people in person and/or on the telephone are welcomed to the Parish Center and implementing changes where appropriate.
 - c. By increasing the number of parishioners who serve as “ministers of hospitality” at liturgy, social events & other parish activities.
 - d. By establishing a social communal opportunity (similar to Sunday morning Coffee Hour) after Sunday evening Mass for a majority of Sundays throughout the year.
2. To provide new opportunities for events that address inclusion, diversity and community building.
 - a. By planning one additional parish wide event per year in addition to current events.
 - b. By recognizing and celebrating the diversity of families in the parish, e.g. single parent, divorced, remarried, multicultural and multi-generational.
3. To devise new ways to incorporate school families into the parish in order to have a more cohesive community.
 - a. By finding new ways to involve parishioners who do not currently have students in our parish school in the Wurst Festival.
 - b. By acknowledging existing ways and exploring new opportunities for parish school families to have greater interaction with parish families whose children attend other schools.
 - c. By creating & supporting opportunities for intergenerational activities.
4. To recognize youth and young parishioners who are beyond high school age as a vibrant part of the parish.
 - a. By creating mentoring opportunities for parish youth by older parishioners.
 - b. By encouraging, through prayer and support, young parishioners who are attending college or moving into the work force.
5. To evaluate the various means of communication and technology, (e.g. Facebook, Twitter and blogs) the parish can utilize to share information.
 - a. By investigating ways the good news of the parish can be expanded in the bulletin, on parish & school websites and in community newspapers & newsletters.
 - b. By implementing changes if necessary.
6. To develop a Disaster Preparedness Plan for the entire parish that includes current school emergency plan.
 - a. By seeking advice from the school emergency plan in creating a master plan for the parish.
 - b. By assisting parishioners to develop disaster plans in their homes.
 - c. By making our parish facilities available to the greater community, when appropriate, in the event of a disaster.

Core Value	Action Step #	Responsibility of:	Completion Year
COMMUNITY FAMILY	CF 1a	Parish Staff, Pastoral Council, Stewardship Commission	1
	CF 1b	Parish Staff, Pastoral Council	1
	CF 1c	All Councils & Commissions, Parish Staff, School Staff	3
	CF 1d	Coffee Hour Coordinators, Stewardship Commission	2
	CF 2a	Pastoral Council	4
	CF 2b	Parish Staff, Pastoral Council, School Commission, School Staff	3
	CF 3a	PAC, Pastoral Council, School Commission	2
	CF 3b	FFC, PAC, Parish Staff, School Commission, School Staff	4
	CF 3c	FFC, School Commission	5
	CF 4a	FFC, PAYM, Stewardship Commission	4
	CF 4b	PAYM, Stewardship Commission, WSLC	4
	CF 5a	Pastoral Council, Parish IT Technician, Parish Staff, School Commission, School Development Committee, School Development Director, School Staff, School Technology Staff	4
	CF 5b	Parish Staff, School Staff	5
	CF 6a	Facilities Committee, Parish Staff, Safety Committee, School Staff	3
CF 6b	All Councils & Commissions, Parish Staff	5	

Abbreviations used:

FFC: Faith Formation Commission
 FOL: Friends of Limulunga
 HCSJ: Human Concerns Social Justice Commission
 PAAS: Pastoral Assistant for Administration and Stewardsh
 PAC: Parent Advisory Committee
 PAFF: Pastoral Assistant for Faith Formation
 PAYM: Pastoral Assistant for Youth Ministry
 WSL: Worship and Spiritual Life Commission

Years:

1: Oct. 11, 2009 - June 30, 2010
 2: July 1, 2010 - June 30, 2011
 3: July 1, 2011 - June 30, 2012
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Discipleship - Engagement

St. Benedict Parish is a community of disciples who believe in stewardship as a way of life by recognizing God's gifts and grace in our lives, by sharing these with others and by returning these in abundance to the Lord.

1. To devise new ways to work towards conversion of parishioners to live stewardship as a way of life.
 - a. By personally contacting parish households in 2012 in order to help parishioners renew their commitment to stewardship.
 - b. By choosing and implementing a more consistent method, which would include a quick response system for parishioners who offer their talents, by which parishioners can develop their time and talent as good stewards.
 - c. By increasing the number of parish households (from 30% to 60%) who make a commitment to Stewardship of Treasure by June 30, 2014.
 - d. By increasing awareness of using electronic funds transfer in making donations to fulfill Stewardship of Treasure pledge.
 - e. By exploring and implementing ways of encouraging children and youth to participate in stewardship.
 - f. By encouraging new initiatives based on parishioner suggestions.
 - g. By agreeing on a pay scale where parish staff and school staff have the same level of just compensation.
2. To evaluate and improve and/or expand all parish facilities to enhance hospitality and community building efforts.
 - a. By establishing a facilities committee, as a committee of the Finance Council, to evaluate and make recommendations about parish facilities.
 - b. By making additional space available for hospitality and other events.
 - c. By assessing the advisability of launching a capital campaign to improve and/or expand parish facilities.
 - d. By conducting a capital campaign to improve and/or expand parish facilities (if necessary).
 - e. By building and/or expanding parish facilities to enhance hospitality and community building efforts (if necessary).

Core Value	Action Step #	Responsibility of:	Completion Year
DISCIPLESHIP ENGAGEMENT	DE 1a	All Councils & Commissions, Parish Staff, School Staff	2
	DE 1b	Parish Staff, Stewardship Commission	1
	DE 1c	Finance Council, Parish Staff, Stewardship Commission	5
	DE 1d	Finance Council, Parish Staff, Stewardship Commission	2
	DE 1e	Finance Council, Parish Staff, School Staff, Stewardship Commission	5
	DE 1f	Pastoral Council, Pastor, PAAS	3
	DE 1g	Finance Council, PAAS, Pastor, Pastoral Council, Parish Staff, Principal, School Commission, School Staff, Stewardship Commission	1
	DE 2a	Finance Council, PAAS, Parish & School Maintenance Staff, Pastor, Principal	2
	DE 2b	Facilities Committee, Parish Staff, School Staff	2
	DE 2c	Finance Council, PAAS, Pastor, Parish Staff, Pastoral Council, School Commission, School Staff	3
	DE 2d	All Councils & Commissions, Parish Staff, School Staff	4
	DE 2e	PAAS, Pastor, Principal, Facilities Committee	5

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Formation - Education

St. Benedict Parish is a community of learners committed to spiritual growth by deepening our knowledge and practice of the Catholic faith and providing quality Catholic education and formation for children and adults.

1. To create new ways to motivate all parish households with children and youth to participate in parish activities for children and youth.
 - a. By devising new ways to increase active participation by children and their families in First Sacrament and Confirmation preparation programs or other Faith Formation programs.
 - b. By helping families to see that home is the primary place where we experience Jesus Christ and that parents are the primary educators of their children in faith.
 - c. By increasing participation (both youth and adults) in parish youth ministry programs by 10% per year.
2. To provide more opportunities for small group gatherings and home study.
 - a. By providing better training for small group facilitators.
 - b. By devising better ways of making home study resources available to parishioners.
 - c. By committing to offer small group opportunities, especially during Advent & Lent, every year.
3. To enhance ministry for young adults (21-35) in the parish.
 - a. By providing resources for more young adults to develop their leadership skills for young adult ministry.
 - b. By developing a comprehensive plan for social, outreach and formation opportunities for young adults.
 - c. By investigating ways parish young adults can interact with young adults in the North Seattle deanery.
 - d. By increasing opportunities for newly married couples (married 5 years or less) to gather for enrichment and other activities.
 - e. By ensuring that a staff member's responsibilities include young adult ministry and ministry to the newly married (less than 5 years).
4. To formulate fresh ideas to strive for excellence in our parish school.
 - a. By participating in the renewal of school accreditation in the 2009-2010 school year.
 - b. By following the self-study five-year goals recommended by the renewal of school accreditation.
 - c. By strongly encouraging new parish families to choose the parish school for their children by providing adequate information and resources, including options for adequate financial aid.
 - d. By ensuring that adequate financial support for our parish school and current parish families in the school is available.
5. To encourage all parishioners to see their personal responsibility to invite and welcome inquirers who are interested in becoming Catholic to participate in the life of the Catholic Church.
 - a. By recruiting new RCIA Team members.
 - b. By conducting information and formation sessions for sponsors.
 - c. By increasing the awareness and understanding of the RCIA among parishioners.
6. To help all parishioners to see their personal responsibility to share the Gospel.
 - a. By investigating and implementing programs, e.g., Landings, that could be used for outreach to inactive and/or alienated Catholics.
 - b. By looking at ways to share in this ministry with other North Seattle deanery parishes.
 - c. By offering 'Welcome Back' events for inactive and/or alienated Catholics.
 - d. By educating the parish about the role of evangelizing in sharing the Good News of Jesus Christ.

Core Value	Action Step #	Responsibility of:	Completion Year
FORMATION EDUCATION	FE 1a	FFC, PAFF, PAYM, Principal, School Commission	1
	FE 1b	FFC, Pastor, PAFF, PAYM	2
	FE 1c	FFC, PAFF, PAYM, School Commission	2
	FE 2a	FFC, PAFF, Parish Staff	1
	FE 2b	FFC, PAFF	3
	FE 2c	FFC, PAFF	2
	FE 3a	FFC, PAFF, PAYM	1
	FE 3b	FFC, HCSJ, Stewardship Commission, Parish Staff	3
	FE 3c	FFC, PAFF, PAYM, Pastor	4
	FE 3d	Pastor, PAFF, Marriage Preparation Team	3
	FE 3e	Finance Council, Pastor, PAAS, PAFF, PAYM, Pastoral Council	3
	FE 4a	Finance Council, PAC, Parish Staff, Pastor, Pastoral Council, Principal, School Commission, School Staff	1
	FE 4b	Finance Council, PAC, Parish Staff, Pastor, Pastoral Council, Principal, School Commission, School Staff	2
	FE 4c	Finance Council, PAC, Parish Staff, Pastor, Pastoral Council, Principal, School Commission, School Staff	2
	FE 4d	Finance Council, PAC, Parish Staff, Pastor, Pastoral Council, Principal, School Commission, School Staff	2
	FE 5a	FFC, PAFF, RCIA Team	3
	FE 5b	FFC, PAFF, RCIA Team	1
	FE 5c	FFC, Pastor, PAFF, RCIA Team	3
	FE 6a	FFC, PAFF, Pastor, Pastoral Council	4
	FE 6b	FFC, PAFF, Pastor, Pastoral Council	5
	FE 6c	FFC, PAFF, Pastor, Pastoral Council	4
	FE 6d	FFC, PAFF, Pastor, Pastoral Council, WSL	3

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Peace - Justice

St. Benedict Parish is a welcoming community living out the gospel by promoting local and global justice and advocating for the vulnerable.

1. To identify new opportunities for parishioners to advocate for local and global justice.
 - a. By expanding parish participation in social justice, e.g. *legislative action, writing letters, HCSJ quarterly service projects, Esperanza, Habitat for Humanity, Youth Migrant Project, St. Vincent de Paul and St. Martin de Porres Shelter.*
 - b. By identifying other parishes and organizations to work with in order to maximize serving those in need, e.g. *Coalition to End Homelessness, Family Works, North Seattle Deanery and Catholic Social Justice Organizations: Pax Christi, Intercommunity Peace and Justice Center.*
 - c. By exploring new opportunities for parish school student service projects and implementing as possible.
2. To expand our understanding and responsibility as stewards of God's earth.
 - a. By increasing awareness of and commitment to recycling and reducing waste in parish facilities and grounds as well as off-site parish events, e.g., parish picnic.
 - b. By expanding our understanding of saving energy and better use of our resources.
 - c. By increasing ways students in our parish school and children in their parish programs can help in the recycling effort and energy conservation.
 - d. By making the "green choice" for taking care of parish grounds and facilities as much as possible.
3. To find more ways to educate our parish and school about Catholic Social Teaching.
 - a. By providing regular items on Catholic Social Teaching for the school newsletter and parish bulletin.
 - b. By offering new programs, workshops, resources and speakers on Catholic Social Teaching.
4. To design a better means of communication and cooperation between the HCSJ Commission and its committees.
 - a. By seeking advice from the Chancery about best practices for HCSJ Commissions in other parishes.
 - b. By having an annual gathering of the HCSJ Commission and its committees.
5. To strengthen our relationship with St. Lawrence of Brindisi Parish in Limulunga, Zambia.
 - a. By committing to donate \$1000 from the Parish's Donations to Others Fund to St. Lawrence on an annual basis.
 - b. By making a covenant for five years between our two parishes.
 - c. By deepening the spiritual and cultural connection between our two parishes through reciprocal prayers and regular contact.
 - d. By developing a comprehensive strategy for cooperation between our two parishes.
 - e. By exploring new ways to facilitate communication via the internet.

Core Value	Action Step #	Responsibility of:	Completion Year
PEACE JUSTICE	PJ 1a	HCSJ, Pastoral Council, Parish Staff, School Staff	2
	PJ 1b	HCSJ, Pastoral Council, Parish Staff, School Staff	4
	PJ 1c	HCSJ, School Staff	4
	PJ 2a	Facilities Committee, HCSJ, Parish & School Maintenance Staff	2
	PJ 2b	Facilities Committee, HCSJ, Parish & School Maintenance Staff	3
	PJ 2c	HCSJ, PAC, PAFF, PAYM, Principal, School Commission, School Staff	3
	PJ 2d	Facilities Committee, Finance Council, PAAS, PAFF, PAYM, Parish & School Maintenance Staff, Principal, Stewardship Commission	4
	PJ 3a	HCSJ, PAFF, Pastor, Principal, School Staff, School Commission	2
	PJ 3b	FFC, HCSJ, PAFF, Pastor, Principal, School Staff, School Commission	5
	PJ 4a	HCSJ, HCSJ Committees	1
	PJ 4b	HCSJ, HCSJ Committees	1
	PJ 5a	HCSJ, FOL, Pastor, PAAS, Pastoral Council, Finance Council	1
	PJ 5b	FOL, Pastor, Pastoral Council	1
	PJ 5c	FOL, HCSJ, Pastor, Pastoral Council, WSL	5
	PJ 5d	FOL, HCSJ, Pastor, Pastoral Council, WSL	3
	PJ 5d	FOL, HCSJ, Pastor, Pastoral Council, WSL	2

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Prayer - Worship

St. Benedict Parish is a vibrant spiritual community growing in our faith through personal prayer and participation in the liturgical and sacramental life of the Church.

1. To provide additional resources for parishioners to deepen their spiritual life.
 - a. By encouraging parishioners to take advantage of resources for strengthening their spiritual life.
 - b. By including a Catholic Spirituality column in the bulletin.
2. To strengthen the personal prayer and liturgical life of the parish.
 - a. By offering additional communal prayer experiences.
 - b. By giving parishioners, especially families with school age children, additional resources about the liturgy and personal prayer.
3. To encourage participation in liturgical ministries.
 - a. By devising new ways of personally inviting adults & youth to become liturgical ministers.
 - b. By enhancing communication between the Worship & Spiritual Life Commission and Liturgical Minister coordinators.
 - c. By devising new ways of personally inviting more parishioners to participate in the ministry of hospitality at Mass.
4. To increase the number of those who participate in parish liturgies.
 - a. By increasing attendance at Sunday Mass by 5% a year.
 - b. By utilizing new and existing communication tools to increase accessibility to liturgy and the sacraments.
5. To encourage all parishioners to know and feel connected to those attending all Sunday masses.
 - a. By developing additional ways for parishioners at Mass to meet more people.
 - b. By developing additional ways to know more about people to feel better connected.

Core Value	Action Step #	Responsibility of:	Completion Year	
PRAYER WORSHIP	PW 1a	Pastor, PAFF, WSL	4	
	PW 1b	Pastor, PAFF, WSL	3	
	PW 2a	WSL	5	
	PW 2b	FFC, PAFF, PAYM, WSL, School Commission	2	
	PW 3a	Faith Formation Commission, WSL	1	
	PW 3b	Liturgical Minister Coordinators, WSL	1	
	PW 3c	Faith Formation Commission, WSL	2	
	PW 4a	All Councils & Commissions, All Staff	3	
	PW 4b	WSL	4	
	PW 5a	WSL	5	
	PW 5b	WSL	3	

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Acknowledgements

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Approval

The Pastoral Council approved ***From Maintenance to Mission*** on September 23, 2009. The members of the Council at the time of approval were: Julie Anderson, Page Britain, Roz Burroughs, Ron Cash, Luis Fraga, Ray Phenicie, Rich Premo, Mike Suarez and Ginna Wall; Fr. Steve Sallis was the Pastor.

Directory of Ministries

Parishioners who are interested in assisting in completing these goals and objectives may consult the Directory of Ministries for St. Benedict Parish that is published every October. The directory lists contact persons for all of the ministries and services at St. Benedict Parish.

